



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

January 2005



**DEREK HITCHCOCK**  
Maxey Boys Training School

- ◆ Supports increased professionalism, honesty, competence, and excellence.
- ◆ Honesty; integrity; spirituality; willingness to help and guide others.
- ◆ Says what he believes and does the same; honest; fair; hard working.
- ◆ Fair, inclusive.



**GLADYS WALSH**  
Oakland Co. – Baldwin Dist.

- ◆ Has morality; does not give into political whims; treats all persons with integrity, honesty, fairness.
- ◆ Very fair; patient; thorough and decisive.
- ◆ Promoted excellence and integrity in all she does; supportive of teamwork within our office; encourages employees to do their best.
- ◆ She has always modeled all of these behaviors; she is dedicated , knowledgeable, supportive, honest. She promotes teamwork.
- ◆ It's in her character to be the person she is with what she knows and it shows through her work.



**JACKIE WARFIELD**  
Wayne County CFS  
Central Operations

- ◆ She exemplifies excellence in the performing of her duties.
- ◆ Treats people fairly; communicates directly with people when having a problem; exceeds expectations; listens attentively.
- ◆ Teamwork - supports staff. Will perform task herself; Integrity - does what she says, when she says; professional; kind; considerate.
- ◆ Reflective listening to employees and co-workers.



**JANET STROPE**  
Family Independence Services

- ◆ She is the kind of person you want to live your own values for and do your best for.
- ◆ Integrity - I trust her.
- ◆ She is honest and direct; seeks and values input; expects customer-focus.
- ◆ Seeks feedback from staff regularly.



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

January 2005



**BONNIE FLEWELLYN**

Wayne County  
Greydale District

- ◆ Open, friendly, determined, team member, hands-on attitude.
- ◆ Always listens to all views.
- ◆ I've only worked under her for a short time, but she fits all of the above!
- ◆ Knowledgeable.
- ◆ Fair in all she does.
- ◆ She cares what happens in her District.
- ◆ Promotes teamwork, expects you to do your best and will assist you to the fullest extent.



**JOCLYN VANDA**

Interagency and Community  
Services

- ◆ Open & prompt responses, asks for my opinion and strives for personal excellence.
- ◆ Committed to the Agency, employees, communications, and customers. Knowledgeable and innovative.
- ◆ Models all four values daily in interactions with others.
- ◆ Exemplifies all of the values.
- ◆ Demonstrates genuine and sincere interest in sharing back and forth information with employees at all levels.



**ELLEN JENSEN**

Office of Child Support

- ◆ Excellence in work - always helpful even not on the job. Willing to change with changes - inclusion.
- ◆ Excellent leadership ability, good people skills and integrity.
- ◆ Excellent work ethic; thinks outside the box; thorough; dedicated; involved; knowledgeable.
- ◆ Thorough in her work and knowledge; always happy to stop what she's doing to help others understand the proper way to do a task.
- ◆ She is knowledgeable, low key and doesn't get rattled; encouraging.
- ◆ She is reliable; follows rules; communicates with everyone when obtaining information; responsible; listens.
- ◆ Treats everyone with respect and performs her job with efficiency. A genuine person.



**SANDRA SZELIGA**

Wayne County  
Greenfield Joy District

- ◆ Exhibits all the qualities across the board from internal to external customers.
- ◆ Is knowledgeable of Agency policy; kind and respectful to all; fair to all; displays integrity and honesty.
- ◆ Very supportive and goes to great lengths to keep morale up.
- ◆ Exemplifies integrity, inclusion and excellence in our everyday work here at FIA.



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

January 2005



**SUE KING**  
Labor Relations

- ◆ Sue is honest; does what she says she will do; uses excellent judgment; very supportive of employees; accessible and is very knowledgeable.
- ◆ She is honest with her staff and is open to us - good news, bad news; she shares information in a timely manner. She solicits our opinions.
- ◆ She always gives news - unwanted or not - in a respectful manner; always follows through on what she says she will; inclusive in decisions.
- ◆ Great role model as a supervisor. Listens to what everyone has to say. Not afraid to make decisions that are unpopular.
- ◆ Provides honest and fair answers to problem situations.
- ◆ She will do what she says. She enforces teamwork & excellence.



**KATHIE McDONALD**  
Outstate Operations

- ◆ Respects others by listening and is non-judgmental; collaborates with others; is well-informed.
- ◆ Committed to the Agency, employees, communications, and customers. Knowledgeable and innovative.
- ◆ She is honest, fair, and dedicated.
- ◆ She shines in everything she does.
- ◆ Started having informative meetings when she heard that her staff did not get all the information they needed.
- ◆ Treats all employees fairly; likes the people she works with and it shows.



**WENDY CAMPAU**  
Ingham County FIA

- ◆ She instills values; shows appreciation; teamwork and excellence in her employees; she is a great role model to her staff.
- ◆ Does their best to be honest and have integrity.
- ◆ Open and honest with customers; share vision and are inclusive.
- ◆ Every day, shows sensitivity to others; open-mindedness; hard-working.
- ◆ Is always willing to help - doesn't act as if she is being "bothered" by it.



**SUE MILLARD**  
Kent County FIA  
Franklin District

- ◆ She includes staff in decisions. She is understanding and believes in teamwork, integrity and thoroughness. She is an excellent supervisor.
- ◆ She deals with staff and customers fairly and honestly. She has great knowledge and uses teamwork.
- ◆ She is the reason I continue to do this job. She is supportive, knowledgeable, patient, and always willing to help teach and support our staff.
- ◆ Supervisor who includes herself with the work her staff is involved in. She treats all with respect and strives to do her best.
- ◆ Goes beyond to help clients.



## **FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S**

January 2005



**JAN MERKLE**  
Office of Child Support

- ◆ Fair; tough; honest; caring; promotes teamwork.
- ◆ Provides positive and supportive work environment.
- ◆ Shares her valuable time to provide assistance.
- ◆ Honest; patient; realistic; admits when wrong or unprepared; understanding; committed.
- ◆ Works extremely hard but always keeps an upbeat attitude. Listens to everyone and considers their ideas and opinions important.